

# Occupational Wage Survey

**PITTSBURGH, PENNSYLVANIA**  
**DECEMBER 1956**

**Bulletin No. 1202-9**

**UNITED STATES DEPARTMENT OF LABOR**  
**James P. Mitchell, Secretary**

**BUREAU OF LABOR STATISTICS**  
**Ewan Clague, Commissioner**



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## Preface

### The Community Wage Survey Program

The Bureau of Labor Statistics regularly conducts areawide wage surveys in a number of important industrial centers. The studies, made from late fall to early spring, relate to occupational earnings and related supplementary benefits. A preliminary report is available on completion of the study in each area, usually in the month following the payroll period studied. This bulletin provides additional data not included in the earlier report. A consolidated analytical bulletin summarizing the results of all of the year's surveys is issued after completion of the final area bulletin for the current round of surveys.

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\* NOTE: Similar tabulations for most of these items are available in the Pittsburgh area report for November 1951. The 1951 report also provides tabulations of Christmas, year end, profit-sharing, and other types of nonproduction bonuses. A directory indicating date of study and the price of the report, as well as reports for other major areas, is available upon request.

Union scales, indicative of prevailing pay levels, are available for the following trades or industries: Building construction, printing, local-transit operating employees, and motortruck drivers.



# Occupational Wage Survey - Pittsburgh, Pa.\*

## Introduction

The Pittsburgh area is one of several important industrial centers in which the Department of Labor's Bureau of Labor Statistics has conducted surveys of occupational earnings and related wage benefits on an areawide basis. In each area, data are obtained by personal visits of Bureau field agents to representative establishments within six broad industry divisions: Manufacturing; transportation (excluding railroads), communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies, besides railroads, are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted also because they furnish insufficient employment in the occupations studied to warrant inclusion.<sup>1</sup> Wherever possible, separate tabulations are provided for each of the broad industry divisions.

These surveys are conducted on a sample basis because of the unnecessary cost involved in surveying all establishments. To obtain appropriate accuracy at minimum cost, a greater proportion of large than of small establishments is studied. In combining the data, however, all establishments are given their appropriate weight. Estimates based on the establishments studied are presented, therefore, as relating to all establishments in the industry grouping and area, except for those below the minimum size studied.

### Occupations and Earnings

The occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job (see appendix for listing of these descriptions). Earnings data are presented (in the A-series tables) for the following types of occupations: (a) Office clerical; (b) professional and technical; (c) maintenance and powerplant; and (d) custodial and material movement.

Occupational employment and earnings data are shown for full-time workers, i. e., those hired to work a regular weekly schedule in the given occupational classification. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded also, but cost-of-living bonuses and incentive earnings are included. Where weekly hours are reported, as for office clerical occupations, reference is

\* This report was prepared in the Bureau's regional office in New York, N. Y., by Frederick W. Mueller, under the direction of Paul E. Warwick, Regional Wage and Industrial Relations Analyst.

<sup>1</sup> See table on page 2 for minimum-size establishment covered.

to the work schedules (rounded to the nearest half hour) for which straight-time salaries are paid; average weekly earnings for these occupations have been rounded to the nearest half dollar.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because of differences in occupational structure among establishments; the estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not materially affect the accuracy of the earnings data.

### Establishment Practices and Supplementary Wage Provisions

Information is presented also (in the B-series tables) on selected establishment practices and supplementary benefits as they relate to office and plant workers. The term "office workers," as used in this bulletin, includes all office clerical employees and excludes administrative, executive, professional, and technical personnel. "Plant workers" include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in nonoffice functions. Administrative, executive, professional, and technical employees, and force-account construction employees who are utilized as a separate work force are excluded. Cafeteria workers and routemen are excluded in manufacturing industries, but are included as plant workers in nonmanufacturing industries.

Shift differential data (table B-1) are limited to manufacturing industries. This information is presented both in terms of (a) establishment policy,<sup>2</sup> presented in terms of total plant worker employment, and (b) effective practice, presented on the basis of workers actually employed on the specified shift at the time of the survey. In establishments having varied differentials, the amount applying to a majority was used or, if no amount applied to a majority, the classification "other" was used.

Minimum entrance rates (table B-2) relate only to the establishments visited. They are presented on an establishment, rather than on an employment basis. Scheduled hours; paid holidays; paid vacations; and health, insurance, and pension plans are treated statistically on the basis that these are applicable to all plant or office.

<sup>2</sup> An establishment was considered as having a policy if it met either of the following conditions: (1) Operated late shifts at the time of the survey, or (2) had formal provisions covering late shifts.

workers if a majority of such workers are eligible or may eventually qualify for the practices listed.<sup>3</sup> Because of rounding, sums of individual items in these tabulations do not necessarily equal totals.

The summary of vacation plans is limited to formal arrangements, excluding informal plans whereby time off with pay is granted at the discretion of the employer. Separate estimates are provided according to employer practice in computing vacation payments, such as time payments, percent of annual earnings, or flat-sum amounts. However, in the tabulations of vacation allowances, payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings was considered as the equivalent of 1 week's pay.

Data are presented for all health, insurance, and pension plans for which at least a part of the cost is borne by the employer, excepting only legal requirements such as workmen's compensation and social security. Such plans include those underwritten by a commercial insurance company and those provided through a union fund or paid directly by the employer out of current operating funds or from a fund set aside for this purpose. Death benefits are included as a form of life insurance.

Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes. However, in New York and New Jersey, which

<sup>3</sup> Scheduled weekly hours for office workers (first section of table B-3) are presented in terms of the proportion of women office workers employed in offices with the indicated weekly hours for women workers.

have enacted temporary disability insurance laws which require employer contributions,<sup>4</sup> plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employee with benefits which exceed the requirements of the law. Tabulations of paid sick-leave plans are limited to formal plans<sup>5</sup> which provide full pay or a proportion of the worker's pay during absence from work because of illness. Separate tabulations are provided according to (1) plans which provide full pay and no waiting period, and (2) plans providing either partial pay or a waiting period. In addition to the presentation of the proportions of workers who are provided sickness and accident insurance or paid sick leave, an unduplicated total is shown of workers who receive either or both types of benefits.

Catastrophe insurance, sometimes referred to as extended medical insurance, includes those plans which are designed to protect employees in case of sickness and injury involving expenses beyond the normal coverage of hospitalization, medical, and surgical plans. Medical insurance refers to plans providing for complete or partial payment of doctors' fees. Such plans may be underwritten by commercial insurance companies or nonprofit organizations or they may be self-insured. Tabulations of retirement pension plans are limited to those plans that provide monthly payments for the remainder of the worker's life.

<sup>4</sup> The temporary disability laws in California and Rhode Island do not require employer contributions.

<sup>5</sup> An establishment was considered as having a formal plan if it established at least the minimum number of days of sick leave that could be expected by each employee. Such a plan need not be written, but informal sick leave allowances, determined on an individual basis, were excluded.

Establishments and workers within scope of survey and number studied in Pittsburgh, Pa.,<sup>1</sup> by major industry division, December 1956

Industry division	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments			
		Within scope of study <sup>2</sup>	Studied	Within scope of study			Studied
				Total <sup>3</sup>	Office	Plant	
All divisions	-	802	222	419,300	60,400	301,600	233,350
Manufacturing	101	349	83	301,100	32,300	234,600	158,370
Nonmanufacturing	-	453	139	118,200	28,100	67,000	74,980
Transportation (excluding railroads), communication, and other public utilities <sup>4</sup>	101	51	22	30,900	5,800	18,900	22,360
Wholesale trade	51	137	38	16,600	5,100	6,500	6,340
Retail trade	101	67	30	38,100	3,300	31,300	30,160
Finance, insurance, and real estate	51	89	25	16,800	10,100	<sup>5</sup> 1,500	10,060
Services <sup>6</sup>	51	109	24	15,800	( <sup>7</sup> )	( <sup>7</sup> )	6,080

<sup>1</sup> The Pittsburgh Metropolitan Area (Allegheny, Beaver, Washington, and Westmoreland Counties). The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis of comparison with other area employment indexes to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the pay period studied, and (2) small establishments are excluded from the scope of the survey.

<sup>2</sup> Includes all establishments with total employment at or above the minimum-size limitation. All outlets (within the area) of companies in such industries as trade, finance, auto repair service, and motion-picture theaters are considered as 1 establishment.

<sup>3</sup> Includes executive, technical, professional, and other workers excluded from the separate office and plant categories.

<sup>4</sup> Also excludes taxicabs and services incidental to water transportation.

<sup>5</sup> Estimate relates to real estate establishments only.

<sup>6</sup> Hotels; personal services; business services; automobile repair shops; radio broadcasting and television; motion pictures; nonprofit membership organizations; and engineering and architectural services.

<sup>7</sup> This industry division is represented in estimates for "all industries" and "nonmanufacturing" in the Series A and B tables, although coverage was insufficient to justify separate presentation of data.

# A: Occupational Earnings

## Table A-1: Office Occupations

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis in Pittsburgh, Pa., by industry division, December 1956)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																	
		Weekly hours (Standard)	Weekly earnings (Standard)	\$ 30.00 and under 35.00	\$ 35.00	\$ 40.00	\$ 45.00	\$ 50.00	\$ 55.00	\$ 60.00	\$ 65.00	\$ 70.00	\$ 75.00	\$ 80.00	\$ 85.00	\$ 90.00	\$ 95.00	\$ 100.00	\$ 105.00	\$ 110.00	\$ 115.00 and over
<b>Men</b>																					
Clerks, accounting, class A	808	39.5	\$ 98.00	-	-	-	-	5	8	20	15	16	42	54	76	99	90	102	65	99	117
Manufacturing	539	40.0	101.50	-	-	-	-	1	1	5	7	6	24	23	23	79	59	90	45	90	83
Nonmanufacturing	269	39.0	91.00	-	-	-	-	4	7	15	8	10	18	31	53	20	31	12	17	9	34
Public utilities*	82	39.0	104.50	-	-	-	-	-	1	-	1	-	1	3	3	2	30	6	9	2	24
Wholesale trade	67	39.0	96.50	-	-	-	-	-	-	-	1	2	1	-	35	8	-	2	6	4	9
Finance**	80	38.5	76.50	-	-	-	-	4	6	15	7	5	5	12	12	9	1	2	-	2	-
Clerks, accounting, class B	503	39.5	84.00	-	6	3	1	12	17	16	38	72	49	41	25	48	88	42	36	4	5
Manufacturing	269	40.0	87.00	-	-	-	1	3	4	4	17	38	23	38	17	43	18	24	32	4	3
Nonmanufacturing	234	39.5	81.00	-	6	3	-	9	13	12	21	34	26	3	8	5	70	18	4	-	2
Public utilities*	110	39.0	97.50	-	-	-	-	-	-	-	-	-	2	2	8	3	70	18	4	-	2
Wholesale trade	101	40.0	69.00	-	-	-	-	6	10	12	18	32	21	-	-	2	-	-	-	-	-
Clerks, order	300	38.5	86.50	-	-	-	-	4	4	21	8	24	43	52	26	10	58	10	6	22	12
Manufacturing	224	38.5	87.50	-	-	-	-	3	-	18	1	18	27	44	18	6	54	4	1	20	10
Nonmanufacturing	76	39.0	83.00	-	-	-	-	1	4	3	7	6	16	8	8	4	4	6	5	2	2
Wholesale trade	71	39.0	83.00	-	-	-	-	1	4	2	7	6	13	8	8	4	4	6	4	2	2
Clerks, payroll	228	40.0	91.00	-	-	-	2	6	3	10	9	1	12	34	30	20	35	28	18	6	14
Manufacturing	207	40.0	91.50	-	-	-	2	2	3	9	7	1	12	31	28	18	33	28	18	6	9
Office boys	258	39.0	53.00	-	3	56	73	32	51	19	13	7	1	1	2	-	-	-	-	-	-
Manufacturing	111	39.5	56.00	-	-	17	14	11	37	10	13	7	-	-	2	-	-	-	-	-	-
Nonmanufacturing	147	38.5	50.50	-	3	39	59	21	14	9	-	-	1	1	-	-	-	-	-	-	-
Public utilities*	32	39.0	48.50	-	-	-	24	8	-	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	52	39.5	48.50	-	-	19	14	3	8	8	-	-	-	-	-	-	-	-	-	-	-
Tabulating-machine operators	289	39.0	82.50	-	-	-	1	1	18	12	20	21	46	30	63	28	25	5	11	1	7
Manufacturing	185	40.0	86.50	-	-	-	-	-	-	2	15	16	26	18	46	20	22	3	9	1	7
Nonmanufacturing	104	37.0	76.00	-	-	-	1	1	18	10	5	5	20	12	17	8	3	2	2	-	-
Finance**	52	36.0	69.00	-	-	-	1	1	16	9	2	-	12	5	5	1	-	-	-	-	-
<b>Women</b>																					
Billers, machine (billing machine)	308	38.0	57.00	-	5	21	34	95	48	21	75	2	-	2	3	-	2	-	-	-	-
Manufacturing	176	37.5	57.50	-	-	-	20	83	29	2	33	2	-	2	3	-	2	-	-	-	-
Nonmanufacturing	132	38.5	56.50	-	5	21	14	12	19	19	42	-	-	-	-	-	-	-	-	-	-
Wholesale trade	50	39.5	54.50	-	4	14	4	-	3	11	14	-	-	-	-	-	-	-	-	-	-
Billers, machine (bookkeeping machine)	170	40.0	55.50	-	2	26	19	21	54	34	5	1	2	6	-	-	-	-	-	-	-
Nonmanufacturing	153	40.0	54.50	-	2	26	19	21	52	30	4	-	2	2	-	-	-	-	-	-	-
Retail trade	99	40.0	53.50	-	2	16	9	17	39	12	4	-	-	-	-	-	-	-	-	-	-
Bookkeeping-machine operators, class A	193	37.5	68.50	-	-	-	29	24	23	27	20	16	1	7	9	24	6	1	-	-	6
Nonmanufacturing	145	37.5	65.50	-	-	-	29	17	21	20	16	14	-	9	6	6	1	-	-	-	-
Finance**	94	36.5	55.50	-	-	-	28	17	20	19	6	3	-	-	1	-	-	-	-	-	-
Bookkeeping-machine operators, class B	844	39.0	53.00	-	6	205	160	138	119	134	45	18	16	3	-	-	-	-	-	-	-
Manufacturing	207	39.0	60.00	-	-	16	6	28	41	89	6	8	11	2	-	-	-	-	-	-	-
Nonmanufacturing	637	38.5	51.00	-	6	189	154	110	78	45	39	10	5	1	-	-	-	-	-	-	-
Wholesale trade	105	39.5	56.50	-	4	2	20	32	7	15	16	6	3	-	-	-	-	-	-	-	-
Finance**	432	38.5	49.00	-	-	179	107	64	36	27	18	1	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

\* Transportation (excluding railroads), communication, and other public utilities.

\*\* Finance, insurance, and real estate.

Occupational Wage Survey, Pittsburgh, Pa., December 1956  
U.S. DEPARTMENT OF LABOR  
Bureau of Labor Statistics

Table A-1: Office Occupations - Continued

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis in Pittsburgh, Pa., by industry division, December 1956)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																	
		Weekly hours (Standard)	Weekly earnings <sup>1</sup> (Standard)	\$ 30.00 and under	\$ 35.00	\$ 40.00	\$ 45.00	\$ 50.00	\$ 55.00	\$ 60.00	\$ 65.00	\$ 70.00	\$ 75.00	\$ 80.00	\$ 85.00	\$ 90.00	\$ 95.00	\$ 100.00	\$ 105.00	\$ 110.00	\$ 115.00 and over
				35.00	40.00	45.00	50.00	55.00	60.00	65.00	70.00	75.00	80.00	85.00	90.00	95.00	100.00	105.00	110.00	115.00	
<b>Women - Continued</b>																					
Clerks, accounting, class A .....	480	39.0	\$ 74.50	-	2	3	11	22	29	76	74	39	51	45	54	38	17	7	-	6	6
Manufacturing .....	221	39.5	80.50	-	-	-	-	9	7	22	12	23	33	24	44	25	9	7	-	6	-
Nonmanufacturing .....	259	39.0	69.50	-	2	3	11	13	22	54	62	16	18	21	10	13	8	-	-	-	6
Retail trade .....	63	39.0	69.00	-	-	-	4	3	5	17	19	1	1	1	1	9	-	-	-	-	2
Finance** .....	92	37.5	65.00	-	2	3	6	10	13	5	28	7	1	17	-	-	-	-	-	-	-
Clerks, accounting, class B .....	1,353	39.0	59.50	6	36	163	199	209	194	90	106	112	56	85	68	13	5	7	4	-	-
Manufacturing .....	498	39.5	69.00	-	-	-	35	50	79	40	50	85	18	66	64	4	3	4	-	-	-
Nonmanufacturing .....	855	39.0	54.00	6	36	163	164	159	115	50	56	27	38	19	4	9	2	3	4	-	-
Public utilities* .....	85	40.0	68.50	-	-	4	12	10	-	2	10	13	22	4	-	2	-	2	4	-	-
Wholesale trade .....	125	39.0	61.50	-	-	13	24	21	6	4	19	10	14	10	-	4	-	-	-	-	-
Retail trade .....	204	39.5	56.00	-	12	34	12	44	46	13	22	4	2	5	4	3	2	1	-	-	-
Finance** .....	378	38.0	49.00	-	12	100	99	82	62	23	-	-	-	-	-	-	-	-	-	-	-
Clerks, file, class A .....	293	39.5	55.50	-	-	73	77	39	10	17	26	8	28	3	7	-	-	5	-	-	-
Manufacturing .....	114	40.0	65.50	-	-	21	-	16	4	8	21	7	25	2	6	-	-	4	-	-	-
Nonmanufacturing .....	179	39.0	49.00	-	-	52	77	23	6	9	5	1	3	1	1	-	-	1	-	-	-
Clerks, file, class B .....	1,124	39.0	49.50	8	72	325	283	196	83	71	23	49	13	1	-	-	-	-	-	-	-
Manufacturing .....	345	40.0	56.00	-	-	8	84	105	31	54	21	42	-	-	-	-	-	-	-	-	-
Nonmanufacturing .....	779	38.5	46.50	8	72	317	199	91	52	17	2	7	13	1	-	-	-	-	-	-	-
Wholesale trade .....	93	39.5	50.50	-	-	31	19	16	10	13	2	-	2	-	-	-	-	-	-	-	-
Retail trade .....	145	40.0	49.50	8	4	40	8	53	31	-	-	1	-	-	-	-	-	-	-	-	-
Finance** .....	356	37.5	44.50	-	68	134	116	21	11	4	-	-	1	1	-	-	-	-	-	-	-
Clerks, order .....	349	39.5	59.00	-	2	9	25	180	28	29	12	20	11	9	18	3	1	-	2	-	-
Manufacturing .....	84	39.0	70.50	-	-	-	5	16	3	17	1	4	11	8	14	3	-	-	2	-	-
Nonmanufacturing .....	265	39.5	55.50	-	2	9	20	164	25	12	11	16	-	1	4	-	1	-	-	-	-
Retail trade .....	173	39.5	53.50	-	2	9	8	138	7	5	-	1	-	1	1	-	1	-	-	-	-
Clerks, payroll .....	752	39.5	72.00	-	-	22	37	53	81	79	87	46	95	94	52	28	50	14	6	-	8
Manufacturing .....	550	39.5	73.00	-	-	19	30	36	57	45	64	29	59	82	40	25	46	12	4	-	2
Nonmanufacturing .....	202	39.5	70.00	-	-	3	7	17	24	34	23	17	36	12	12	3	4	2	2	-	6
Retail trade .....	79	39.5	65.50	-	-	-	4	9	21	12	7	6	11	5	-	1	3	-	-	-	-
Comptometer operators .....	701	39.5	62.00	-	18	15	42	105	147	101	122	76	43	15	6	2	1	1	3	-	4
Manufacturing .....	284	40.0	66.50	-	-	-	-	52	13	47	70	54	31	12	4	1	-	-	-	-	-
Nonmanufacturing .....	417	39.5	59.00	-	18	15	42	53	134	54	52	22	12	3	2	1	1	1	3	-	4
Public utilities* .....	64	39.0	63.00	-	-	4	6	6	11	2	20	10	2	3	-	-	-	-	-	-	-
Wholesale trade .....	96	40.0	60.00	-	-	-	11	15	24	23	13	8	2	-	-	-	-	-	-	-	-
Retail trade .....	227	39.0	56.00	-	15	9	25	30	99	25	11	4	1	-	2	1	1	1	3	-	-
Duplicating-machine operators (mimeograph or ditto) .....	162	39.5	52.50	-	3	19	36	47	32	15	2	6	2	-	-	-	-	-	-	-	-
Manufacturing .....	108	40.0	54.50	-	-	6	11	41	27	14	2	6	1	-	-	-	-	-	-	-	-
Nonmanufacturing .....	54	38.5	48.00	-	3	13	25	6	5	1	-	-	-	-	-	-	-	-	-	-	-
Key-punch operators .....	860	39.0	61.00	-	6	49	120	112	132	97	144	62	112	11	7	4	-	-	4	-	-
Manufacturing .....	455	40.0	67.00	-	-	-	9	50	61	53	105	51	110	9	7	-	-	-	-	-	-
Nonmanufacturing .....	405	38.5	55.00	-	6	49	111	62	71	44	39	11	2	2	-	4	-	-	4	-	-
Public utilities* .....	103	38.5	56.00	-	-	-	27	25	13	22	12	4	-	-	-	-	-	-	-	-	-
Wholesale trade .....	72	39.0	63.00	-	-	2	9	3	16	10	18	6	2	2	-	4	-	-	-	-	-
Retail trade .....	51	39.5	54.50	-	-	1	9	23	10	4	4	-	-	-	-	-	-	-	-	-	-
Finance** .....	170	37.5	49.00	-	6	46	66	11	32	8	-	1	-	-	-	-	-	-	-	-	-

See footnote at end of table.

\* Transportation (excluding railroads), communication, and other public utilities.

\*\* Finance, insurance, and real estate.

Table A-1: Office Occupations - Continued

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis in Pittsburgh, Pa., by industry division, December 1956)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF--																		
		Weekly hours (Standard)	Weekly earnings (Standard)	\$ 30.00 and under	\$ 35.00	\$ 40.00	\$ 45.00	\$ 50.00	\$ 55.00	\$ 60.00	\$ 65.00	\$ 70.00	\$ 75.00	\$ 80.00	\$ 85.00	\$ 90.00	\$ 95.00	\$ 100.00	\$ 105.00	\$ 110.00	\$ 115.00	\$ 115.00 and over
				35.00	40.00	45.00	50.00	55.00	60.00	65.00	70.00	75.00	80.00	85.00	90.00	95.00	100.00	105.00	110.00	115.00		
<u>Women - Continued</u>																						
Office girls .....	402	39.0	48.00	-	8	135	131	59	51	1	16	1	-	-	-	-	-	-	-	-	-	
Manufacturing .....	229	39.5	50.00	-	-	59	56	46	51	-	16	1	-	-	-	-	-	-	-	-	-	
Nonmanufacturing .....	173	39.0	45.50	-	8	76	75	13	-	1	-	-	-	-	-	-	-	-	-	-	-	
Public utilities* .....	31	38.0	45.50	-	-	11	19	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finance** .....	61	38.0	46.00	-	1	24	34	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Secretaries .....	2,600	39.0	79.00	-	6	10	14	56	174	232	304	252	282	321	409	228	87	126	25	17	57	
Manufacturing .....	1,479	39.5	83.00	-	-	-	3	12	48	97	92	155	155	197	326	175	65	92	21	10	31	
Nonmanufacturing .....	1,121	38.5	73.50	-	6	10	11	44	126	135	212	97	127	124	83	53	22	34	4	7	26	
Public utilities* .....	158	39.0	85.00	-	-	-	-	1	-	7	12	17	35	10	23	15	7	17	4	6	4	
Wholesale trade .....	292	39.0	74.50	-	4	2	-	19	11	31	60	33	18	43	27	20	10	12	-	-	2	
Retail trade .....	114	40.5	67.50	-	-	-	2	5	14	25	28	19	7	5	4	3	-	1	-	1	-	
Finance** .....	352	37.5	67.00	-	2	8	9	16	79	42	79	18	39	19	22	13	4	2	-	-	-	
Stenographers, general .....	3,018	39.0	65.50	1	8	110	276	311	458	465	294	269	268	299	163	62	7	26	1	-	-	
Manufacturing .....	1,741	39.5	69.50	-	-	20	88	136	264	233	149	181	190	246	155	54	7	18	8	1	-	
Nonmanufacturing .....	1,277	38.5	60.00	1	8	90	188	175	194	232	145	88	78	53	8	8	-	8	1	-	-	
Public utilities* .....	304	38.5	62.00	-	-	19	40	25	41	49	55	32	20	21	-	2	-	-	-	-	-	
Wholesale trade .....	382	39.5	63.00	-	-	7	48	37	46	99	42	34	51	14	4	-	-	-	-	-	-	
Retail trade .....	127	40.0	56.50	1	3	11	13	15	36	21	25	-	-	1	-	-	-	-	1	-	-	
Finance** .....	371	36.5	54.00	-	5	52	80	86	57	55	14	2	4	10	4	-	-	2	-	-	-	
Stenographers, technical .....	161	39.5	71.00	-	-	-	-	-	3	34	43	33	30	9	8	1	-	-	-	-	-	
Manufacturing .....	125	40.0	70.00	-	-	-	-	-	2	34	37	27	12	5	8	-	-	-	-	-	-	
Switchboard operators .....	571	39.5	61.00	-	-	45	80	73	93	75	87	21	27	54	-	16	-	-	-	-	-	
Manufacturing .....	168	39.5	71.00	-	-	-	1	6	17	36	24	8	16	51	-	9	-	-	-	-	-	
Nonmanufacturing .....	403	39.0	56.50	-	-	45	79	67	76	39	63	13	11	3	-	7	-	-	-	-	-	
Public utilities* .....	62	39.5	63.50	-	-	-	3	5	12	4	34	3	1	-	-	-	-	-	-	-	-	
Retail trade .....	79	40.5	54.50	-	-	8	14	11	34	11	-	1	-	-	-	-	-	-	-	-	-	
Finance** .....	76	36.5	55.50	-	-	7	27	2	17	6	9	5	2	-	-	1	-	-	-	-	-	
Switchboard operator-receptionists .....	443	39.0	61.00	-	4	33	18	64	77	98	65	42	24	6	9	1	-	2	-	-	-	
Manufacturing .....	239	39.0	63.00	-	-	26	-	19	50	50	33	33	12	6	9	1	-	-	-	-	-	
Nonmanufacturing .....	204	39.5	59.00	-	4	7	18	45	27	48	32	9	12	-	-	-	-	2	-	-	-	
Public utilities* .....	28	40.0	61.00	-	-	4	4	6	-	-	-	6	8	-	-	-	-	-	-	-	-	
Wholesale trade .....	91	39.5	61.00	-	4	-	-	13	15	32	20	3	4	-	-	-	-	-	-	-	-	
Tabulating-machine operators .....	185	39.5	76.00	-	-	-	4	5	15	16	30	18	19	21	29	14	7	-	6	-	1	
Manufacturing .....	114	40.0	77.50	-	-	-	-	2	8	1	22	11	16	16	25	8	4	-	-	-	1	
Nonmanufacturing .....	71	38.5	73.50	-	-	-	4	3	7	15	8	7	3	5	4	6	3	-	6	-	-	
Public utilities* .....	25	39.5	73.50	-	-	-	-	-	6	1	2	5	1	4	4	1	1	-	-	-	-	
Transcribing-machine operators, general .....	387	39.5	54.50	-	-	81	51	49	107	29	41	19	8	2	-	-	-	-	-	-	-	
Manufacturing .....	100	40.0	61.50	-	-	2	11	7	33	4	20	18	5	-	-	-	-	-	-	-	-	
Nonmanufacturing .....	287	39.5	52.00	-	-	79	40	42	74	25	21	1	3	2	-	-	-	-	-	-	-	
Wholesale trade .....	93	39.5	56.00	-	-	10	9	9	37	5	19	-	2	2	-	-	-	-	-	-	-	

See footnote at end of table.

\* Transportation (excluding railroads), communication, and other public utilities.

\*\* Finance, insurance, and real estate.

Table A-1: Office Occupations - Continued

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis in Pittsburgh, Pa., by industry division, December 1956)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF--																	
		Weekly hours (Standard)	Weekly earnings <sup>1</sup> (Standard)	\$ 30.00 and under 35.00	\$ 35.00 40.00	\$ 40.00 45.00	\$ 45.00 50.00	\$ 50.00 55.00	\$ 55.00 60.00	\$ 60.00 65.00	\$ 65.00 70.00	\$ 70.00 75.00	\$ 75.00 80.00	\$ 80.00 85.00	\$ 85.00 90.00	\$ 90.00 95.00	\$ 95.00 100.00	\$ 100.00 105.00	\$ 105.00 110.00	\$ 110.00 115.00 and over	
<b>Women - Continued</b>																					
Typists, class A .....	781	39.0	\$ 61.00	-	8	14	134	97	104	114	133	70	78	21	3	5	-	-	-	-	
Manufacturing .....	519	40.0	64.00	-	-	-	54	51	67	85	105	55	75	19	3	5	-	-	-	-	
Nonmanufacturing .....	262	37.5	54.50	-	8	14	80	46	37	29	28	15	3	2	-	-	-	-	-	-	
Public utilities* .....	43	38.5	55.50	-	-	7	10	5	3	6	6	6	-	-	-	-	-	-	-	-	
Finance** .....	155	36.5	53.00	-	-	7	59	32	27	20	5	4	1	-	-	-	-	-	-	-	
Typists, class B .....	2,041	39.0	52.00	-	25	506	530	304	227	186	134	37	89	1	1	1	-	-	-	-	
Manufacturing .....	844	39.5	56.00	-	-	169	115	90	125	147	116	17	65	-	-	-	-	-	-	-	
Nonmanufacturing .....	1,197	38.5	49.50	-	25	337	415	214	102	39	18	20	24	1	1	1	-	-	-	-	
Public utilities* .....	86	39.5	52.00	-	-	4	41	21	7	8	1	2	2	-	-	-	-	-	-	-	
Wholesale trade .....	292	39.5	51.00	-	-	68	83	70	36	10	17	6	2	-	-	-	-	-	-	-	
Retail trade .....	174	40.0	49.50	-	8	38	41	50	32	-	-	-	2	1	1	1	-	-	-	-	
Finance** .....	461	37.0	47.00	-	11	153	207	62	21	7	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> Hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.<sup>2</sup> Workers were distributed as follows: 27 at \$115 to \$120; 42 at \$120 to \$125; 12 at \$125 to \$130; 2 at \$130 and over.<sup>3</sup> Workers were distributed as follows: 10 at \$115 to \$120; 15 at \$120 to \$125; 7 at \$125 to \$130; 2 at \$130 and over.

\* Transportation (excluding railroads), communication, and other public utilities.

\*\* Finance, insurance, and real estate.

Table A-2: Professional and Technical Occupations

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis in Pittsburgh, Pa., by industry division, December 1956)

Sex, occupation, and industry division	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF--																							
		Weekly hours (Standard)	Weekly earnings <sup>1</sup> (Standard)	Under \$ 55.00	\$ 55.00 and under 60.00	\$ 60.00 65.00	\$ 65.00 70.00	\$ 70.00 75.00	\$ 75.00 80.00	\$ 80.00 85.00	\$ 85.00 90.00	\$ 90.00 95.00	\$ 95.00 100.00	\$ 100.00 105.00	\$ 105.00 110.00	\$ 110.00 115.00	\$ 115.00 120.00	\$ 120.00 125.00	\$ 125.00 130.00	\$ 130.00 135.00	\$ 135.00 140.00	\$ 140.00 150.00	\$ 150.00 160.00	\$ 160.00 170.00 and over			
<b>Men</b>																											
Draftsmen, leader .....	350	40.0	\$ 149.00	-	-	-	-	-	-	-	-	-	-	1	3	1	14	19	14	30	43	60	131	-	-	-	234
Manufacturing .....	343	40.0	150.00	-	-	-	-	-	-	-	-	-	-	-	1	13	19	13	30	42	60	131	-	-	-	-	34
Draftsmen senior .....	1,229	40.0	113.00	-	-	-	-	4	78	87	101	81	72	200	83	71	98	102	44	131	31	24	11	11	-	-	-
Manufacturing .....	1,129	40.0	114.00	-	-	-	-	-	62	74	77	72	65	195	83	64	94	99	38	131	29	24	11	11	-	-	-
Nonmanufacturing .....	100	39.5	99.00	-	-	-	-	4	16	13	24	9	7	5	-	7	4	3	6	-	2	-	-	-	-	-	
Public utilities* .....	31	39.0	104.50	-	-	-	-	3	2	3	5	1	3	3	-	2	4	-	5	-	-	-	-	-	-	-	
Draftsmen, junior .....	556	40.0	82.50	4	31	26	93	76	70	40	17	61	29	51	21	12	7	8	10	-	-	-	-	-	-	-	
Manufacturing .....	505	40.0	84.00	3	30	11	78	75	66	38	6	61	29	50	21	12	7	8	10	-	-	-	-	-	-	-	
Nonmanufacturing .....	51	39.0	71.50	1	1	15	15	1	4	2	11	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
Tracers .....	97	40.0	79.50	2	6	7	1	10	4	22	41	1	-	-	1	2	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	93	40.0	80.50	2	5	5	-	10	4	22	41	1	-	-	1	2	-	-	-	-	-	-	-	-	-	-	
<b>Women</b>																											
Nurses, industrial (registered) .....	316	40.0	85.50	4	12	7	18	10	40	42	46	68	51	9	3	6	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	294	40.0	86.00	3	11	6	17	6	39	35	45	65	50	9	3	5	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.<sup>2</sup> Workers were distributed as follows: 10 at \$170 to \$190; 12 at \$190 to \$210; 12 at \$210 and over.

\* Transportation (excluding railroads), communication, and other public utilities.

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Table A-3: Maintenance and Powerplant Occupations

(Average hourly earnings for men in selected occupations studied on an area basis in Pittsburgh, Pa., by industry division, December 1956)

Occupation and industry division	Number of workers	Average hourly earnings <sup>1</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																							
			Under \$ 1.60	\$ 1.60 and under 1.70	1.70 - 1.80	1.80 - 1.90	1.90 - 2.00	2.00 - 2.10	2.10 - 2.20	2.20 - 2.30	2.30 - 2.40	2.40 - 2.50	2.50 - 2.60	2.60 - 2.70	2.70 - 2.80	2.80 - 2.90	2.90 - 3.00	3.00 - 3.10	3.10 - 3.20	3.20 - 3.30	3.30 - 3.40	3.40 - 3.50	3.50 - 3.60	3.60 and over		
Carpenters, maintenance	1,018	2.50	1	3	10	13	5	18	25	125	132	90	412	33	33	9	52	-	35	-	-	18	4	-		
Manufacturing	907	2.48	-	2	-	7	4	9	17	117	124	89	409	27	28	7	49	-	18	-	-	-	-	-		
Nonmanufacturing	111	2.61	1	1	10	6	1	9	8	8	1	3	6	5	2	3	-	17	-	-	18	4	-			
Public utilities *	32	2.25	1	1	2	2	1	2	5	2	8	-	1	6	1	-	-	-	-	-	-	-	-			
Electricians, maintenance	2,324	2.66	-	1	17	22	9	18	22	77	58	284	524	210	591	126	150	74	27	35	44	-	24	11		
Manufacturing	2,214	2.66	-	1	9	17	8	14	21	60	58	284	520	204	588	92	141	73	27	32	38	-	23	4		
Nonmanufacturing	110	2.68	-	-	8	5	1	4	1	17	-	-	4	6	3	34	9	1	-	-	3	6	1	7		
Engineers, stationary	1,193	2.43	4	-	-	33	23	52	118	136	201	157	169	167	38	22	46	16	5	6	-	-	-	-		
Manufacturing	838	2.47	-	-	-	28	4	7	56	51	196	101	143	158	31	20	22	12	4	5	-	-	-	-		
Nonmanufacturing	355	2.31	4	-	-	5	19	45	62	85	5	56	26	9	7	2	24	4	1	1	-	-	-	-		
Public utilities *	164	2.15	4	-	-	3	3	27	42	78	1	6	-	-	-	-	-	-	-	-	-	-	-	-		
Retail trade	72	2.74	-	-	-	-	-	1	1	1	1	-	25	9	5	2	24	3	-	1	-	-	-	-		
Finance **	73	2.36	-	-	-	2	-	18	-	-	2	48	1	-	2	-	-	-	-	-	-	-	-	-		
Firemen, stationary boiler	727	2.16	6	20	8	91	18	119	138	72	217	27	-	-	11	-	-	-	-	-	-	-	-	-		
Manufacturing	649	2.19	-	-	6	73	15	117	136	66	208	20	-	-	8	-	-	-	-	-	-	-	-	-		
Nonmanufacturing	78	1.97	6	20	2	18	3	2	2	6	9	7	-	-	3	-	-	-	-	-	-	-	-	-		
Helpers, trades, maintenance	3,694	2.09	-	27	5	442	349	1872	287	317	66	73	254	2	-	-	-	-	-	-	-	-	-	-		
Manufacturing	3,623	2.09	-	27	5	440	334	1858	254	310	66	73	254	2	-	-	-	-	-	-	-	-	-	-		
Machine-tool operators, toolroom	1,034	2.58	-	-	-	-	8	36	87	80	86	98	112	88	256	69	25	84	6	-	-	-	-	4		
Manufacturing	1,031	2.58	-	-	-	-	8	36	82	77	86	98	112	88	256	69	25	84	6	-	-	-	-	4		
Machinists, maintenance	2,884	2.71	-	-	-	-	-	26	18	47	35	310	371	334	1095	122	14	336	26	20	130	-	-	-		
Manufacturing	2,856	2.71	-	-	-	-	-	26	15	36	35	310	371	333	1093	111	14	336	26	20	130	-	-	-		
Mechanics, automotive (maintenance)	792	2.49	-	-	2	-	1	20	16	62	97	200	261	73	18	9	-	1	32	-	-	-	-	-		
Manufacturing	335	2.55	-	-	1	-	-	12	7	71	21	127	59	5	-	-	-	32	-	-	-	-	-	-		
Nonmanufacturing	457	2.44	-	-	1	-	1	20	4	55	26	179	134	14	13	9	-	1	-	-	-	-	-	-		
Public utilities *	286	2.42	-	-	-	-	-	20	3	36	10	148	49	12	8	-	-	-	-	-	-	-	-	-		
Retail trade	97	2.53	-	-	-	-	-	-	1	4	-	22	55	-	5	9	-	1	-	-	-	-	-	-		
Mechanics, maintenance	3,202	2.55	-	-	-	57	-	180	91	199	280	438	793	371	238	381	57	18	54	40	5	-	-	-		
Manufacturing	3,125	2.54	-	-	-	57	-	180	90	198	276	437	783	354	236	379	31	18	46	40	-	-	-	-		
Nonmanufacturing	77	2.82	-	-	-	-	-	-	1	1	4	1	10	17	2	2	26	-	8	-	5	-	-	-		
Retail trade	57	2.90	-	-	-	-	-	-	-	1	4	1	-	9	1	2	26	-	8	-	5	-	-	-		
Millwrights	1,640	2.63	-	4	1	3	2	1	7	15	63	372	558	117	55	168	269	5	-	-	-	-	-	-		
Manufacturing	1,638	2.63	-	4	1	3	2	1	7	15	63	372	558	115	55	168	269	5	-	-	-	-	-	-		
Oilers	938	2.13	4	5	12	56	106	415	10	79	142	39	42	28	-	-	-	-	-	-	-	-	-	-		
Manufacturing	898	2.14	2	5	12	56	106	377	10	79	142	39	42	28	-	-	-	-	-	-	-	-	-	-		
Painters, maintenance	606	2.33	-	1	13	24	6	3	82	136	201	56	22	23	12	2	20	4	1	-	-	-	-	-		
Manufacturing	500	2.35	-	1	-	-	4	3	78	118	195	54	13	5	11	-	18	-	-	-	-	-	-	-		
Nonmanufacturing	106	2.25	-	-	13	24	2	-	4	18	6	2	9	18	1	2	4	1	-	-	-	-	-	-		
Public utilities *	28	2.48	-	-	-	-	-	-	1	4	6	1	8	7	1	-	-	-	-	-	-	-	-	-		
Pipefitters, maintenance	1,385	2.50	-	3	-	1	2	50	86	85	182	116	594	53	92	46	2	52	18	-	-	-	3	-		
Manufacturing	1,247	2.53	-	3	-	1	2	22	20	84	154	115	593	49	92	40	2	52	18	-	-	-	-	-		
Plumbers, maintenance	50	2.30	1	-	1	5	7	3	1	9	7	-	8	3	-	3	-	-	-	-	2	-	-	-		
Sheet-metal workers, maintenance	177	2.52	-	-	-	4	2	2	6	20	8	26	33	46	26	2	-	-	-	2	-	-	-	-		
Manufacturing	159	2.51	-	-	-	4	2	2	5	17	8	26	29	37	25	2	-	-	2	-	-	-	-	-		
Tool and die makers	775	2.78	-	-	-	-	-	-	1	18	34	10	157	34	188	86	94	141	1	-	2	-	3	6		
Manufacturing	764	2.78	-	-	-	-	-	-	-	17	30	10	157	32	185	86	94	141	1	-	2	-	3	6		

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

\* Transportation (excluding railroads), communication, and other public utilities.

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Table A-4: Custodial and Material Movement Occupations

(Average hourly earnings for selected occupations studied on an area basis  
in Pittsburgh, Pa., by industry division, December 1956)

Occupation <sup>1</sup> and industry division	Number of workers	Average hourly earnings <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																				
			Under \$ 0.90	\$ 0.90 and under 1.00	\$ 1.00 1.10	\$ 1.10 1.20	\$ 1.20 1.30	\$ 1.30 1.40	\$ 1.40 1.50	\$ 1.50 1.60	\$ 1.60 1.70	\$ 1.70 1.80	\$ 1.80 1.90	\$ 1.90 2.00	\$ 2.00 2.10	\$ 2.10 2.20	\$ 2.20 2.30	\$ 2.30 2.40	\$ 2.40 2.50	\$ 2.50 2.60	\$ 2.60 2.70	\$ 2.70 2.80	\$ 2.80 2.90
Elevator operators, passenger (men) -----	264	1.72	-	-	-	-	17	4	-	26	7	188	5	9	-	-	-	8	-	-	-	-	-
Nonmanufacturing -----	243	1.69	-	-	-	-	17	4	-	26	7	188	1	-	-	-	-	-	-	-	-	-	-
Elevator operators, passenger (women) -----	297	1.34	4	-	2	2	105	86	40	58	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing -----	252	1.31	4	-	2	1	105	86	36	18	-	-	-	-	-	-	-	-	-	-	-	-	-
Guards -----	1,497	2.15	-	-	-	-	-	3	9	12	40	15	150	135	122	627	28	232	-	114	-	-	10
Manufacturing -----	1,405	2.16	-	-	-	-	-	-	9	9	38	7	150	116	113	593	27	232	-	110	-	-	10
Nonmanufacturing -----	92	1.96	-	-	-	-	-	3	9	3	2	8	19	9	34	1	-	-	4	-	-	-	-
Janitors, porters, and cleaners (men) -----	4,030	1.68	86	14	102	69	146	199	213	187	451	424	1871	182	40	34	3	-	-	1	5	3	-
Manufacturing -----	2,530	1.80	-	-	2	8	23	39	-	68	191	228	1744	170	29	28	-	-	-	-	-	-	-
Nonmanufacturing -----	1,500	1.48	86	14	100	61	123	160	213	119	260	196	127	12	11	6	3	-	-	1	5	3	-
Public utilities* -----	208	1.60	-	-	-	4	17	15	42	12	48	18	49	-	1	2	-	-	-	-	-	-	-
Wholesale trade -----	136	1.63	-	-	-	9	10	3	13	23	17	26	19	10	-	6	-	-	-	-	-	-	-
Retail trade -----	388	1.34	65	14	25	4	56	5	135	35	16	1	22	-	-	-	1	-	-	1	5	3	-
Finance** -----	403	1.64	-	-	4	7	17	26	3	45	172	98	21	1	9	-	-	-	-	-	-	-	-
Janitors, porters, and cleaners (women) -----	1,392	1.41	53	10	136	22	140	575	36	32	56	48	283	1	-	-	-	-	-	-	-	-	-
Manufacturing -----	508	1.67	-	-	5	-	-	128	3	6	41	41	283	1	-	-	-	-	-	-	-	-	-
Nonmanufacturing -----	884	1.26	53	10	131	22	140	447	33	26	15	7	-	-	-	-	-	-	-	-	-	-	-
Public utilities* -----	111	1.37	-	-	-	6	22	58	-	19	-	6	-	-	-	-	-	-	-	-	-	-	-
Retail trade -----	172	1.16	38	1	2	5	107	16	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance** -----	423	1.36	-	6	3	3	9	373	28	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Laborers, material handling -----	4,834	1.96	11	9	7	4	12	36	65	153	59	535	1613	887	244	411	179	138	161	78	94	43	52
Manufacturing -----	3,721	1.97	-	-	-	-	2	18	-	9	47	435	1474	638	205	296	179	83	158	40	68	17	52
Nonmanufacturing -----	1,113	1.92	11	9	7	4	10	18	65	144	12	100	139	249	39	115	-	55	3	38	26	43	-
Wholesale trade -----	592	1.86	-	-	-	-	-	-	-	124	-	80	125	170	24	15	-	54	-	-	-	-	-
Retail trade -----	404	1.97	11	9	7	4	10	15	65	20	12	18	13	73	11	-	-	-	3	38	26	26	43
Order fillers -----	1,906	2.06	-	-	-	-	15	2	60	7	101	195	171	348	474	67	39	87	31	20	149	84	56
Manufacturing -----	791	2.00	-	-	-	-	-	60	-	5	6	52	290	266	20	-	60	2	-	-	2	28	-
Nonmanufacturing -----	1,115	2.10	-	-	-	-	15	2	-	7	96	189	119	58	208	47	39	27	29	20	149	82	28
Wholesale trade -----	594	1.94	-	-	-	-	4	-	-	6	72	117	96	39	143	5	39	27	26	20	-	-	-
Retail trade -----	521	2.28	-	-	-	-	11	2	-	1	24	72	23	19	65	42	-	-	3	-	149	82	28
Packers, shipping (men) -----	1,022	2.00	-	-	-	-	18	12	15	112	73	201	87	281	80	55	-	4	1	22	3	1	57
Manufacturing -----	767	2.04	-	-	-	-	18	12	9	90	46	56	73	271	56	55	-	4	1	19	-	-	57
Nonmanufacturing -----	255	1.87	-	-	-	-	-	-	6	22	27	145	14	10	24	-	-	-	-	3	3	1	-
Wholesale trade -----	183	1.86	-	-	-	-	-	-	6	19	24	93	13	10	18	-	-	-	-	-	-	-	-
Retail trade -----	72	1.91	-	-	-	-	-	-	-	3	52	1	-	-	6	-	-	-	-	3	3	1	-
Packers, shipping (women) -----	361	1.66	-	-	-	4	-	168	11	38	2	38	76	-	-	-	24	-	-	-	-	-	-
Manufacturing -----	331	1.65	-	-	-	-	-	168	7	38	-	38	76	-	-	-	24	-	-	-	-	-	-
Receiving clerks -----	624	2.05	-	-	-	1	4	11	7	4	35	39	44	103	106	118	40	72	7	5	1	4	20
Manufacturing -----	437	2.06	-	-	-	1	1	1	1	-	32	15	22	92	61	108	29	67	7	1	-	-	-
Nonmanufacturing -----	187	2.04	-	-	-	1	3	10	6	4	3	24	22	11	45	10	11	5	-	4	1	4	20
Wholesale trade -----	76	2.03	-	-	-	-	2	1	-	-	2	-	12	2	33	8	9	3	-	4	-	-	-
Retail trade -----	88	2.18	-	-	-	-	-	-	-	3	1	24	10	5	12	1	2	2	-	1	4	20	3
Shipping clerks -----	428	2.16	-	-	-	4	2	-	3	21	15	22	27	71	131	39	25	25	9	6	4	18	6
Manufacturing -----	315	2.17	-	-	-	4	1	-	2	12	11	8	18	52	122	29	18	21	6	5	2	3	5
Nonmanufacturing -----	113	2.14	-	-	-	4	1	-	1	9	4	14	9	19	9	10	7	4	3	1	2	15	1
Wholesale trade -----	71	2.00	-	-	-	4	1	-	1	8	-	6	8	17	7	8	7	4	-	-	-	-	-

See footnotes at end of table.

\* Transportation (excluding railroads), communication, and other public utilities.

\*\* Finance, insurance, and real estate.

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Table A-4: Custodial and Material Movement Occupations - Continued

(Average hourly earnings for selected occupations studied on an area basis  
in Pittsburgh, Pa., by industry division, December 1956)

Occupation <sup>1</sup> and industry division	Number of workers	Average hourly earnings <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																						
			Under \$ 0.90	\$ 0.90 and under 1.00	\$ 1.00 1.10	\$ 1.10 1.20	\$ 1.20 1.30	\$ 1.30 1.40	\$ 1.40 1.50	\$ 1.50 1.60	\$ 1.60 1.70	\$ 1.70 1.80	\$ 1.80 1.90	\$ 1.90 2.00	\$ 2.00 2.10	\$ 2.10 2.20	\$ 2.20 2.30	\$ 2.30 2.40	\$ 2.40 2.50	\$ 2.50 2.60	\$ 2.60 2.70	\$ 2.70 2.80	\$ 2.80 2.90	\$ 2.90 and over	
Shipping and receiving clerks	337	2.02	-	-	-	-	-	-	-	1	6	80	5	115	15	53	7	11	4	40	-	-	-	-	
Manufacturing	238	1.96	-	-	-	-	-	-	-	1	-	76	-	112	2	20	4	-	1	22	-	-	-	-	
Nonmanufacturing	99	2.17	-	-	-	-	-	-	-	-	6	4	5	3	13	33	3	11	3	18	-	-	-	-	
Retail trade	58	2.10	-	-	-	-	-	-	-	-	-	3	4	1	3	7	29	-	11	-	-	-	-	-	
Truckdrivers <sup>3</sup>	4,662	2.37	-	-	3	7	2	35	13	33	12	15	33	151	237	598	1158	498	501	287	100	94	783	102	
Manufacturing	2,367	2.41	-	-	-	-	-	-	-	3	9	-	30	61	158	458	460	51	425	-	-	34	675	3	
Nonmanufacturing	2,295	2.33	-	-	3	7	2	35	13	30	3	15	3	90	79	140	698	447	76	287	100	60	108	99	
Public utilities*	737	2.20	-	-	4	2	2	2	2	1	-	3	1	19	26	47	606	20	4	-	-	-	-	-	
Wholesale trade	720	2.36	-	-	3	-	-	-	-	-	-	-	-	12	-	31	33	92	82	59	68	286	54	-	
Retail trade	756	2.50	-	-	-	3	-	-	-	-	7	-	-	2	28	20	1	10	367	4	1	46	60	108	499
Truckdrivers, light (under 1½ tons)	587	2.26	-	-	-	7	1	-	-	-	-	-	-	1	48	36	126	6	236	108	-	-	18	-	
Manufacturing	288	2.29	-	-	-	-	-	-	-	-	-	-	-	1	33	5	123	-	-	108	-	-	18	-	
Nonmanufacturing	299	2.23	-	-	-	7	1	-	-	-	-	-	-	-	15	31	3	6	236	-	-	-	-	-	
Public utilities*	28	1.92	-	-	-	4	1	-	-	-	-	-	-	-	22	1	-	-	-	-	-	-	-	-	
Retail trade	249	2.28	-	-	-	3	-	-	-	-	-	-	-	-	9	1	-	-	236	-	-	-	-	-	
Truckdrivers, medium (1½ to and including 4 tons)	1,941	2.40	-	-	-	-	-	33	11	25	12	-	31	65	107	174	368	191	202	32	-	16	665	9	
Manufacturing	1,149	2.56	-	-	-	-	-	-	3	9	-	-	29	20	77	74	43	26	187	-	-	16	655	-	
Nonmanufacturing	792	2.17	-	-	-	-	-	33	11	22	3	-	2	45	30	100	325	165	15	32	-	-	9	-	
Wholesale trade	252	2.20	-	-	-	-	-	-	-	-	-	-	-	28	23	91	31	33	15	31	-	-	-	-	
Retail trade	146	2.37	-	-	-	-	-	-	-	-	-	-	-	2	-	3	-	-	131	-	1	-	-	9	
Truckdrivers, heavy (over 4 tons, trailer type)	725	2.51	-	-	-	-	-	-	-	-	-	-	-	-	14	26	325	16	20	21	40	52	118	93	
Manufacturing	163	2.31	-	-	-	-	-	-	-	-	-	-	-	-	6	24	90	16	14	-	-	-	10	3	
Nonmanufacturing	562	2.57	-	-	-	-	-	-	-	-	-	-	-	-	8	2	235	-	6	21	40	52	108	90	
Public utilities*	221	2.26	-	-	-	-	-	-	-	-	-	-	-	-	2	219	-	-	-	-	-	-	-	-	
Retail trade	308	2.80	-	-	-	-	-	-	-	-	-	-	-	-	8	-	10	-	-	-	40	52	108	90	
Truckdrivers, heavy (over 4 tons, other than trailer type)	910	2.26	-	-	-	-	1	2	2	1	-	15	1	4	80	174	397	23	70	126	6	8	-	-	
Manufacturing	617	2.22	-	-	-	-	-	-	-	-	-	-	-	2	70	173	311	9	52	-	-	-	-	-	
Nonmanufacturing	293	2.35	-	-	-	-	1	2	2	1	-	15	1	2	10	1	86	14	18	126	6	8	-	-	
Public utilities*	74	2.12	-	-	-	-	1	2	2	1	-	3	1	2	-	1	61	-	-	-	-	-	-	-	
Truckers, power (forklift)	1,474	2.03	-	-	-	-	-	-	1	22	186	9	222	143	353	385	63	8	22	3	15	25	15	2	
Manufacturing	1,394	2.00	-	-	-	-	-	-	-	22	185	9	222	140	352	383	51	6	1	3	15	3	-	2	
Nonmanufacturing	80	2.52	-	-	-	-	-	-	1	-	1	-	-	3	1	2	12	2	21	-	-	22	15	-	
Truckers, power (other than forklift)	1,644	2.40	-	-	-	-	-	-	80	-	9	63	23	155	392	88	23	89	65	101	456	12	88	-	
Manufacturing	1,632	2.39	-	-	-	-	-	-	80	-	9	63	22	155	392	88	23	89	65	101	455	3	87	-	
Watchmen	1,033	1.79	-	-	37	10	109	-	43	64	22	52	217	82	298	91	4	2	-	-	2	-	-	-	
Manufacturing	808	1.83	-	-	8	-	105	-	21	22	4	23	205	53	278	89	-	-	-	-	-	-	-	-	
Nonmanufacturing	225	1.62	-	-	29	10	4	-	22	42	18	29	12	29	20	2	4	2	-	2	-	-	-	-	
Public utilities*	43	1.80	-	-	3	4	-	-	1	-	-	6	6	7	16	-	-	-	-	-	-	-	-	-	
Wholesale trade	65	1.75	-	-	4	-	-	-	5	9	11	3	6	21	-	2	4	-	-	-	-	-	-	-	
Retail trade	57	1.61	-	-	1	-	2	-	8	33	1	3	-	1	4	-	-	-	-	2	-	-	-	-	

<sup>1</sup> Data limited to men workers, except where otherwise indicated.<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>3</sup> Includes all drivers regardless of size and type of truck operated.<sup>4</sup> Workers were distributed as follows: 90 at \$2.90 to \$3; 9 at \$3 and over.<sup>5</sup> All workers were at \$2.90 to \$3.

\* Transportation (excluding railroads), communication, and other public utilities.

## B: Establishment Practices and Supplementary Wage Provisions

Table B-1: Shift Differential Provisions <sup>1</sup>

Shift differential	Percent of manufacturing plant workers—			
	(a) In establishments having formal provisions for—		(b) Actually working on—	
	Second shift work	Third or other shift work	Second shift	Third or other shift
Total .....	99.6	97.4	23.6	14.4
With shift pay differential .....	98.0	97.4	23.2	14.4
Uniform cents (per hour) .....	88.2	88.2	20.6	13.8
2 cents .....	1.0	1.0	.1	.3
4 cents .....	4.8	-	1.1	-
5 cents .....	2.8	.5	.7	.1
6 cents .....	64.6	5.5	15.9	1.1
7½ cents .....	2.7	1.7	.5	.1
8 cents .....	1.1	.5	.1	-
9 cents .....	2.0	62.5	.6	10.7
9½ cents .....	3.0	3.0	.3	.2
10 cents .....	2.4	5.3	.4	.6
10¾ or 11 cents .....	.2	2.0	.1	.2
12 cents .....	1.0	1.2	.3	.2
12½ cents .....	2.8	4.0	.4	.1
Over 12½ cents .....	-	1.1	-	.2
Uniform percentage .....	9.5	8.9	2.6	.6
5 percent .....	1.2	-	.5	-
7 or 7½ percent .....	.4	.8	.1	†
10 percent .....	8.0	8.1	2.0	.6
Other .....	.3	.3	.1	.1
No shift pay differential .....	1.6	-	.4	-

<sup>1</sup> Shift differential data are presented in terms of (a) establishment policy, and (b) workers actually employed on late shifts at the time of the survey. An establishment was considered as having a policy if it met either of the following conditions: (1) Operated late shifts at the time of the survey, or (2) had formal provisions covering late shifts.

† Less than 0.05 percent.

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Table B-2: Minimum Entrance Rates for Women Office Workers<sup>1</sup>

Minimum rate (weekly salary)	Number of establishments with specified minimum hiring rate in—						Number of establishments with specified minimum hiring rate in—							
	All industries	Manufacturing		Nonmanufacturing			All industries	Manufacturing		Nonmanufacturing				
		Based on standard weekly hours <sup>2</sup> of—						Based on standard weekly hours <sup>2</sup> of—						
		All schedules	40	All schedules	37½	40		All schedules	40	All schedules	37½	40		
Establishments studied -----	222	83	xxx	139	xxx	xxx	222	83	xxx	139	xxx	xxx		
	For Inexperienced Typists						For Other Inexperienced Clerical Workers <sup>3</sup>							
Establishments having a specified minimum -----	135	64	56	71	20	42	146	66	58	80	22	47		
\$30.00 and under \$32.50 -----	-	-	-	-	-	-	1	-	-	1	-	1		
\$32.50 and under \$35.00 -----	2	-	-	2	-	2	2	-	-	2	-	2		
\$35.00 and under \$37.50 -----	4	-	-	4	-	3	5	-	-	5	-	4		
\$37.50 and under \$40.00 -----	6	-	-	6	3	2	5	-	-	5	2	2		
\$40.00 and under \$42.50 -----	40	13	9	27	3	21	41	12	9	29	5	21		
\$42.50 and under \$45.00 -----	12	4	3	8	3	4	16	7	6	9	5	3		
\$45.00 and under \$47.50 -----	16	8	7	8	5	1	21	10	8	11	6	2		
\$47.50 and under \$50.00 -----	7	6	5	1	1	-	7	6	5	1	-	1		
\$50.00 and under \$52.50 -----	12	3	3	9	2	6	11	2	2	9	2	5		
\$52.50 and under \$55.00 -----	7	4	4	3	1	2	6	4	4	2	-	2		
\$55.00 and under \$57.50 -----	11	9	8	2	1	1	14	9	8	5	1	4		
\$57.50 and under \$60.00 -----	1	1	1	-	-	-	1	1	1	-	-	-		
\$60.00 and under \$62.50 -----	2	2	2	-	-	-	2	2	2	-	-	-		
\$62.50 and under \$65.00 -----	3	3	3	-	-	-	3	3	3	-	-	-		
\$65.00 and under \$67.50 -----	5	5	5	-	-	-	10	10	10	-	-	-		
\$67.50 and under \$70.00 -----	-	-	-	-	-	-	-	-	-	-	-	-		
\$70.00 and under \$72.50 -----	7	6	6	1	1	-	1	-	-	1	1	-		
Establishments having no specified minimum -----	35	8	xxx	27	xxx	xxx	34	8	xxx	26	xxx	xxx		
Establishments which did not employ workers in this category -----	50	10	xxx	40	xxx	xxx	40	8	xxx	32	xxx	xxx		
Data not available -----	2	1	xxx	1	xxx	xxx	2	1	xxx	1	xxx	xxx		

<sup>1</sup> Lowest salary rate formally established for hiring inexperienced workers for typing or other clerical jobs.

<sup>2</sup> Standard hours reflect the workweek for which employees receive their regular straight-time salaries. Data are presented for all workweeks combined, and for the most common workweeks reported.

<sup>3</sup> Rates applicable to messengers, office girls, or similar subclerical jobs are not considered.

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Table B-3: Scheduled Weekly Hours

Weekly hours	PERCENT OF OFFICE WORKERS <sup>1</sup> EMPLOYED IN—							PERCENT OF PLANT WORKERS EMPLOYED IN—					
	All industries <sup>2</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries <sup>3</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers .....	100	100	100	100	100	100		100	100	100	100	100	
Under 35 hours .....	-	-	-	-	-	-		†	-	-	-	-	
35 hours .....	5	†	-	3	3	21		†	-	-	-	-	
Over 35 and under 37½ hours .....	†	†	-	3	-	3		†	-	-	†	-	
37½ hours .....	23	6	68	15	8	54		†	†	-	-	-	
Over 37½ and under 40 hours .....	4	7	3	7	†	-		-	-	-	-	-	
40 hours .....	64	84	29	73	78	22		89	92	75	88	81	
Over 40 and under 48 hours .....	†	†	-	-	10	-		4	†	18	-	14	
48 hours .....	†	-	-	-	-	-		6	6	-	4	5	
Over 48 hours .....	-	-	-	-	-	-		†	-	7	7	-	

<sup>1</sup> Data relate to women workers only.

<sup>2</sup> Includes data for services in addition to those industry divisions shown separately.

<sup>3</sup> Includes data for real estate and services in addition to those industry divisions shown separately.

† Less than 2.5 percent.

\* Transportation (excluding railroads), communication, and other public utilities.

\*\* Finance, insurance, and real estate.

Table B-4: Paid Holidays<sup>1</sup>

Item	PERCENT OF OFFICE WORKERS EMPLOYED IN—							PERCENT OF PLANT WORKERS EMPLOYED IN—					
	All industries <sup>2</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries <sup>3</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers .....	100	100	100	100	100	100		100	100	100	100	100	
Workers in establishments providing paid holidays .....	99	99	100	100	100	100		97	97	100	97	97	
Less than 6 holidays .....	†	†	-	†	†	-		†	†	-	3	10	
6 holidays .....	24	14	†	31	86	23		19	8	15	29	79	
6 holidays plus 1 half day .....	10	3	-	†	-	52		†	†	-	-	-	
6 holidays plus 2 or 3 half days .....	3	5	-	-	†	†		†	†	-	-	†	
7 holidays .....	42	68	3	48	8	-		63	78	10	45	8	
7 holidays plus 1 half day .....	†	-	†	10	-	-		†	†	†	6	-	
7 holidays plus 2 or 3 half days .....	†	†	3	-	4	-		†	†	7	-	-	
8 holidays .....	9	8	39	10	-	†		7	6	36	14	-	
8 holidays plus 1 half day .....	†	-	-	-	-	6		-	-	-	-	-	
9 holidays .....	3	-	19	-	-	7		†	-	10	-	-	
9 holidays plus 1 half day .....	†	-	-	-	-	5		-	-	-	-	-	
10 holidays .....	†	-	16	-	-	-		†	-	8	-	-	
10 holidays plus 1 half day .....	†	-	3	-	-	-		-	-	-	-	-	
10 holidays plus 2 half days .....	†	-	-	-	-	-		-	-	-	-	-	
11 holidays .....	†	-	15	-	-	-		†	-	11	-	-	
12 holidays .....	†	-	-	-	-	5		-	-	-	-	-	
Over 12 holidays .....	†	†	-	-	-	-		-	-	-	-	-	
Workers in establishments providing no paid holidays .....	†	†	-	-	-	-		3	3	-	3	3	

<sup>1</sup> Estimates relate to holidays provided annually.

<sup>2</sup> Includes data for services in addition to those industry divisions shown separately.

<sup>3</sup> Includes data for real estate and services in addition to those industry divisions shown separately.

† Less than 2.5 percent.

\* Transportation (excluding railroads), communication, and other public utilities.

\*\* Finance, insurance, and real estate.

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Table B-5: Paid Vacations

Vacation policy	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries <sup>1</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries <sup>2</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers -----	100	100	100	100	100	100		100	100	100	100	100	
<b>METHOD OF PAYMENT</b>													
Workers in establishments providing paid vacations -----	100	100	100	100	100	100		100	100	100	100	100	
Length-of-time payment -----	99	99	100	100	100	100		92	90	100	100	100	
Percentage of payment -----	†	†	-	-	-	-		8	10	-	-	-	
Workers in establishments providing no paid vacations -----	-	-	-	-	-	-		-	-	-	-	-	
<b>AMOUNT OF VACATION PAY AND SERVICE PERIOD<sup>3</sup></b>													
1 week or more -----	99	99	100	100	100	100		100	100	100	100	100	
6 months -----	60	60	56	37	4	96		5	†	42	12	-	
1 year -----	99	99	100	100	100	100		100	100	100	100	100	
2 weeks or more -----	99	99	100	100	98	100		98	99	100	87	94	
6 months -----	3	†	-	-	†	12		†	-	-	-	-	
1 year -----	78	86	49	78	18	98		6	3	13	36	12	
2 years -----	95	94	98	94	91	100		18	6	86	55	60	
3 years -----	97	97	98	98	96	100		28	12	91	68	90	
5 years -----	99	99	100	100	98	100		98	99	100	87	94	
3 weeks or more -----	92	96	97	94	89	82		94	97	99	93	76	
2 years -----	-	-	-	-	-	-		-	-	-	-	-	
3 years -----	†	-	-	†	-	-		†	-	-	-	-	
5 years -----	†	†	-	†	3	-		†	†	-	-	-	
10 years -----	13	8	3	21	11	20		8	5	14	22	26	
15 years -----	88	91	96	94	85	76		92	96	99	93	74	
20 years -----	92	95	97	94	89	82		94	97	99	93	76	
25 years -----	92	96	97	94	89	82		94	97	99	93	76	
4 weeks -----	15	11	36	14	36	10		11	7	20	12	38	
15 years -----	†	†	-	-	-	-		†	†	-	-	6	
20 years -----	3	†	-	4	20	3		5	†	†	3	35	
25 years -----	15	11	36	14	36	10		11	7	20	12	38	

<sup>1</sup> Includes data for services in addition to those industry divisions shown separately.

<sup>2</sup> Includes data for real estate and services in addition to those industry divisions shown separately.

<sup>3</sup> Periods of service were arbitrarily chosen and do not necessarily reflect the individual provisions for progression. For example, the changes in proportions indicated at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion receiving 3 weeks' or more pay for 5 years includes those who receive 3 weeks' or more pay for fewer years of service.

† Less than 2.5 percent.

\* Transportation (excluding railroads), communication, and other public utilities.

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NOTE: In the tabulations of vacation allowances by years of service, payments other than "length of time," such as percentage of annual earnings or flat-sum payments, were converted to an equivalent time basis; for example, a payment of 2 percent of annual earnings was considered as 1 week's pay.

Table B-5: Paid Vacations - Continued

Vacation policy	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries <sup>1</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries <sup>2</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
<b>PREDOMINANT PAY PRACTICES FOR SELECTED YEARS OF SERVICE<sup>4</sup></b>													
1 year or less: 1 week -----	xxx	xxx	51	xxx	82	xxx		93	95	87	64	88	
2 weeks -----	78	86	xxx	78	xxx	94		xxx	xxx	xxx	xxx	xxx	
2 years or less: 1 week -----	xxx	xxx	xxx	xxx	xxx	xxx		74	86	xxx	xxx	xxx	
2 weeks -----	94	94	98	94	91	96		xxx	xxx	86	55	54	
3 years or less: 1 week -----	xxx	xxx	xxx	xxx	xxx	xxx		63	76	xxx	xxx	xxx	
2 weeks -----	97	97	98	97	96	96		xxx	xxx	91	68	85	
5 years or less: 2 weeks -----	97	98	100	99	95	93		95	96	100	87	89	
10 years or less: 2 weeks -----	85	90	97	79	87	77		84	86	86	67	63	
15 years or less: 3 weeks -----	88	90	96	94	85	76		90	94	99	93	68	
20 years or less: 3 weeks -----	89	94	97	90	69	79		89	95	98	91	42	
25 years or less: 3 weeks -----	78	84	61	80	52	72		79	84	80	82	39	

<sup>1</sup> Includes data for services in addition to those industry divisions shown separately.

<sup>2</sup> Includes data for real estate and services in addition to those industry divisions shown separately.

<sup>4</sup> The pay provision applicable to more workers than any other single provision, for service up to and including the indicated number of years. Excludes workers who receive more or less pay for the indicated service period.

\* Transportation (excluding railroads), communication, and other public utilities.

\*\* Finance, insurance, and real estate.

Table B-6: Health, Insurance, and Pension Plans

Type of plan	PERCENT OF OFFICE WORKERS EMPLOYED IN--							PERCENT OF PLANT WORKERS EMPLOYED IN--					
	All industries <sup>1</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries <sup>2</sup>	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All workers -----	100	100	100	100	100	100		100	100	100	100	100	
Workers in establishments providing:													
Life insurance -----	95	98	99	89	98	92		99	99	100	86	93	
Accidental death and dismemberment insurance -----	42	35	64	52	72	41		43	35	64	40	71	
Sickness and accident insurance or sick leave or both <sup>3</sup> -----	94	97	100	93	99	91		95	96	100	82	93	
Sickness and accident insurance -----	38	46	26	61	69	6		89	94	44	64	77	
Sick leave (full pay and no waiting period) -----	83	87	99	79	33	91		7	†	59	25	26	
Sick leave (partial pay or waiting period) -----	†	-	-	-	14	-		4	3	11	6	4	
Hospitalization insurance -----	79	98	45	70	82	49		93	98	57	72	82	
Surgical insurance -----	78	98	40	68	80	46		93	98	54	69	81	
Medical insurance -----	45	65	17	34	15	12		32	32	8	37	28	
Catastrophe insurance -----	16	19	16	23	12	8		8	9	8	19	3	
Retirement pension -----	83	90	94	64	37	90		82	92	90	63	31	
No health, insurance, or pension plan -----	†	†	-	3	-	3		†	†	-	13	7	

<sup>1</sup> Includes data for services in addition to those industry divisions shown separately.

<sup>2</sup> Includes data for real estate and services in addition to those industry divisions shown separately.

<sup>3</sup> Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately below. Sick-leave plans are limited to those which definitely establish at least the minimum number of days<sup>1</sup> pay that can be expected by each employee. Informal sick leave allowances determined on an individual basis are excluded.

† Less than 2.5 percent.

\* Transportation (excluding railroads), communication, and other public utilities.

\*\* Finance, insurance, and real estate.

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## Appendix: Job Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This is essential in order to permit the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field representatives are instructed to exclude working supervisors, apprentices, learners, beginners, trainees, handicapped workers, part-time, temporary, and probationary workers.

### Office

#### BILLER, MACHINE

Prepares statements, bills, and invoices on a machine other than an ordinary or electromatic typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine, are classified by type of machine, as follows:

Biller, machine (billing machine) - Uses a special billing machine (Moon Hopkins, Elliott Fisher, Burroughs, etc., which are combination typing and adding machines) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memoranda, etc. Usually involves application of predetermined discounts and shipping charges and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a fanfold machine.

Biller, machine (bookkeeping machine) - Uses a bookkeeping machine (Sundstrand, Elliott Fisher, Remington Rand, etc., which may or may not have typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers' ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

#### BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (Remington Rand, Elliott Fisher, Sundstrand, Burroughs, National Cash Register, with or without a typewriter keyboard) to keep a record of business transactions.

#### BOOKKEEPING-MACHINE OPERATOR - Continued

Class A - Keeps a set of records requiring a knowledge of and experience in basic bookkeeping principles and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B - Keeps a record of one or more phases or sections of a set of records usually requiring little knowledge of basic bookkeeping. Phases or sections include accounts payable, payroll, customers' accounts (not including a simple type of billing described under biller, machine), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

#### CLERK, ACCOUNTING

Class A - Under general direction of a bookkeeper or accountant, has responsibility for keeping one or more sections of a complete set of books or records relating to one phase of an establishment's business transactions. Work involves posting and balancing subsidiary ledger or ledgers such as accounts receivable or accounts payable; examining and coding invoices or vouchers with proper accounting distribution; requires judgment and experience in making proper assignments and allocations. May assist in preparing, adjusting, and closing journal entries; may direct class B accounting clerks.

Class B - Under supervision, performs one or more routine accounting operations such as posting simple journal vouchers, accounts payable vouchers, entering vouchers in voucher registers; reconciling bank accounts; posting subsidiary ledgers controlled by general ledgers. This job does not require a knowledge of accounting and bookkeeping principles but is found in offices in which the more routine accounting work is subdivided on a functional basis among several workers.

CLERK, FILE

**Class A** - Responsible for maintaining an established filing system. Classifies and indexes correspondence or other material; may also file this material. May keep records of various types in conjunction with files or supervise others in filing and locating material in the files. May perform incidental clerical duties.

**Class B** - Performs routine filing, usually of material that has already been classified, or locates or assists in locating material in the files. May perform incidental clerical duties.

CLERK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

COMPTOMETER OPERATOR

Primary duty is to operate a Comptometer to perform mathematical computations. This job is not to be confused with that of statistical or other type of clerk, which may involve frequent use of a Comptometer but, in which, use of this machine is incidental to performance of other duties.

DUPLICATING-MACHINE OPERATOR (MIMEOGRAPH OR DITTO)

Under general supervision and with no supervisory responsibilities, reproduces multiple copies of typewritten or handwritten matter, using a mimeograph or ditto machine. Makes necessary adjustment such as for ink and paper feed counter and cylinder speed. Is not required to prepare stencil or ditto master. May keep file of used stencils or ditto masters. May sort, collate, and staple completed material.

KEY-PUNCH OPERATOR

Under general supervision and with no supervisory responsibilities, records accounting and statistical data on tabulating cards by punching a series of holes in the cards in a specified sequence, using an alphabetical or a numerical key-punch machine, following written information on records. May duplicate cards by using the duplicating device attached to machine. Keeps files of punch cards. May verify own work or work of others.

OFFICE BOY OR GIRL

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work.

SECRETARY

Performs secretarial and clerical duties for a superior in an administrative or executive position. Duties include making appointments for superior; receiving people coming into office; answering and making phone calls; handling personal and important or confidential mail, and writing routine correspondence on own initiative; taking dictation (where transcribing machine is not used) either in shorthand or by stenotype or similar machine, and transcribing dictation or the recorded information reproduced on a transcribing machine. May prepare special reports or memoranda for information of superior.

STENOGRAPHER, GENERAL

Primary duty is to take dictation from one or more persons, either in shorthand or by stenotype or similar machine, involving a normal routine vocabulary, and to transcribe this dictation on a typewriter. May also type from written copy. May also set up and keep files in order, keep simple records, etc. Does not include transcribing-machine work (see transcribing-machine operator).

STENOGRAPHER, TECHNICAL

Primary duty is to take dictation from one or more persons, either in shorthand or by stenotype or similar machine, involving a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research and to transcribe this dictation on a typewriter. May also type from written copy. May also set up and keep files in order, keep simple records, etc. Does not include transcribing-machine work.

SWITCHBOARD OPERATOR

Operates a single- or multiple-position telephone switchboard. Duties involve handling incoming, outgoing, and intraplant or office calls. May record toll calls and take messages. May give information to persons who call in, or occasionally take telephone orders. For workers who also act as receptionists see switchboard operator-receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

In addition to performing duties of operator, on a single position or monitor-type switchboard, acts as receptionist and may also type or perform routine clerical work as part of regular duties. This typing or clerical work may take the major part of this worker's time while at switchboard.

TABULATING-MACHINE OPERATOR

Operates machine that automatically analyzes and translates information punched in groups of tabulating cards and prints translated data on forms or accounting records; sets or adjusts machine; does simple wiring of plugboards according to established practice or diagrams; places cards to be tabulated in feed magazine and starts machine. May file cards after they are tabulated. May, in addition, operate auxiliary machines.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing machine records. May also type from written copy and do simple clerical work. Workers transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not

TRANSCRIBING-MACHINE OPERATOR, GENERAL - Continued

included. A worker who takes dictation in shorthand or by stenotype or similar machine is classified as a stenographer, general.

TYPIST

Uses a typewriter to make copies of various material or to make out bills after calculations have been made by another person. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A - Performs one or more of the following: Typing material in final form from very rough and involved draft; copying from plain or corrected copy in which there is a frequent and varied use of technical and unusual words or from foreign-language copy; combining material from several sources, or planning layout of complicated statistical tables to maintain uniformity and balance in spacing; typing tables from rough draft in final form. May type routine form letters, varying details to suit circumstances.

Class B - Performs one or more of the following: Typing from relatively clear or typed drafts; routine typing of forms, insurance policies, etc.; setting up simple standard tabulations, or copying more complex tables already set up and spaced properly.

Professional and TechnicalDRAFTSMAN, JUNIOR

(Assistant draftsman)

Draws to scale units or parts of drawings prepared by draftsman or others for engineering, construction, or manufacturing purposes. Uses various types of drafting tools as required. May prepare drawings from simple plans or sketches, or perform other duties under direction of a draftsman.

DRAFTSMAN, LEADER

Plans and directs activities of one or more draftsmen in preparation of working plans and detail drawings from rough or preliminary sketches for engineering, construction, or manufacturing purposes. Duties involve a combination of the following: Interpreting blueprints, sketches, and written or verbal orders; determining work procedures; assigning duties to subordinates and inspecting their work; performing more difficult problems. May assist subordinates during

DRAFTSMAN, LEADER - Continued

emergencies or as a regular assignment, or perform related duties of a supervisory or administrative nature.

DRAFTSMAN, SENIOR

Prepares working plans and detail drawings from notes, rough or detailed sketches for engineering, construction, or manufacturing purposes. Duties involve a combination of the following: Preparing working plans, detail drawings, maps, cross-sections, etc., to scale by use of drafting instruments; making engineering computations such as those involved in strength of materials, beams and trusses; verifying completed work, checking dimensions, materials to be used, and quantities; writing specifications; making adjustments or changes in drawings or specifications. May ink in lines and letters on pencil drawings, prepare detail units of complete drawings, or trace drawings. Work is frequently in a specialized field such as architectural, electrical, mechanical, or structural drafting.

NURSE, INDUSTRIAL (REGISTERED)

A registered nurse who gives nursing service to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; conducting physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant

NURSE, INDUSTRIAL (REGISTERED) - Continued

environment, or other activities affecting the health, welfare, and safety of all personnel.

TRACER

Copies plans and drawings prepared by others, by placing tracing cloth or paper over drawing and tracing with pen or pencil. Uses T-square, compass, and other drafting tools. May prepare simple drawings and do simple lettering.

Maintenance and PowerplantCARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generating, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layout, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, steam boilers and boiler-fed water pumps; making equipment repairs; keeping a record of operation of machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

FIREMAN, STATIONARY BOILER

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; checks water and safety valves. May clean, oil, or assist in repairing boiler-room equipment.

HELPER, TRADES, MAINTENANCE

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting worker by holding materials or tools; performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in the operation of one or more types of machine tools, such as jig borers, cylindrical or surface grinders, engine lathes, or milling machines in the construction of machine-shop tools, gauges, jigs, fixtures, or dies. Work involves most of the following: Planning and performing difficult machining operations; processing items requiring complicated setups or a high degree of accuracy; using a variety of precision measuring instruments; selecting feeds, speeds, tooling and operation sequence; making necessary adjustments during operation to achieve requisite tolerances or dimensions. May be required to recognize when tools need dressing, to dress tools, and to select proper coolants and cutting and lubricating oils. For cross-industry wage study purposes, machine-tool operators, toolroom, in tool and die jobbing shops are excluded from this classification.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves most of the following: Interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for his work; fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (MAINTENANCE)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; alining wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shop; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; alining and balancing of equipment; selecting standard tools, equipment, and parts to be used; installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

OILER

Lubricates, with oil or grease, the moving parts or wearing surfaces of mechanical equipment of an establishment.

PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machine; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

PLUMBER, MAINTENANCE

Keeps the plumbing system of an establishment in good order. Work involves: Knowledge of sanitary codes regarding installation of vents and traps in plumbing system; installing or repairing pipes and fixtures; opening clogged drains with a plunger or plumber's snake. In general, the work of the maintenance plumber requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: Planning

SHEET-METAL WORKER, MAINTENANCE - Continued

and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal-working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

(Diemaker; jig maker; toolmaker; fixture maker; gauge maker)

Constructs and repairs machine-shop tools, gauges, jigs, fixtures or dies for forgings, punching and other metal-forming work. Work involves most of the following: Planning and laying out of work from models, blueprints, drawings, or other oral and written specifications; using a variety of tool and die maker's handtools and precision measuring instruments; understanding of the working properties of common metals and alloys; setting up and operating of machine tools and related equipment; making necessary shop computations relating to dimensions of work, speeds, feeds, and tooling of machines; heat-treating of metal parts during fabrication as well as of finished tools and dies to achieve required qualities; working to close tolerances; fitting and assembling of parts to prescribed tolerances and allowances; selecting appropriate materials, tools, and processes. In general, the tool and die maker's work requires a rounded training in machine-shop and toolroom practice usually acquired through a formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, tool and die makers in tool and die jobbing shops are excluded from this classification.

Custodial and Material MovementELEVATOR OPERATOR, PASSENGER

Transports passengers between floors of an office building, apartment house, department store, hotel or similar establishment. Workers who operate elevators in conjunction with other duties such as those of starters and janitors are excluded.

GUARD

Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes gatemen who are stationed at gate and check on identity of employees and other persons entering.

JANITOR, PORTER, OR CLEANER

(Sweeper; charwoman; janitress)

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

LABORER, MATERIAL HANDLING

(Loader and unloader; handler and stacker; shelver; trucker; stockman or stock helper; warehouseman or warehouse helper)

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; transporting materials or merchandise by hand truck, car, or wheelbarrow. Longshoremen, who load and unload ships are excluded.

ORDER FILLER

(Order picker; stock selector; warehouse stockman)

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock, or report short supplies to supervisor, and perform other related duties.

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items of stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipment of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, or

SHIPPING AND RECEIVING CLERK - Continued

other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

Receiving clerk  
Shipping clerk  
Shipping and receiving clerk

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or men between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Driver-salesmen and over-the-road drivers are excluded.

For wage study purposes, truckdrivers are classified by size and type of equipment, as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

Truckdriver (combination of sizes listed separately)  
Truckdriver, light (under 1½ tons)  
Truckdriver, medium (1½ to and including 4 tons)  
Truckdriver, heavy (over 4 tons, trailer type)  
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

Trucker, power (forklift)  
Trucker, power (other than forklift)

WATCHMAN

Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.



## Bulletins in This Series

Occupational wage surveys are being conducted in 17 major labor markets during late 1956 and early 1957. Bulletins for the following areas are now available and may be purchased from the Superintendent of Documents, Government Printing Office, Washington 25, D. C., or from any of the regional sales offices listed below. As additional bulletins become available, they will be listed in subsequent issues.

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Seattle, Wash.	August 1956	1202-1	25 cents
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